



‘The Application of AI as a Game Changer for Reshaping Human Resource Management Process’

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Abstract

The present era is the era of science. Science has continuously set new records of development. Every day some experiment is happening in science. One such successful experiment has also taken place in Artificial Intelligence (AI). In the current technological innovation, Artificial Intelligence is a fundamental element that concerns itself with the emulation of human intelligence in computational equipment and systems. Currently almost every industry is using AI technologies to implement digital revolution that has changed the way we live our lives. The widespread adoption of AI in businesses and corporations is helping them streamline their processes, increase productivity, increase efficiency, and reduce costs. Today organizational growth depends on how well it integrates its labour, resources, processes and machinery to generate value at low cost. Human resource technology has also advanced towards this innovation, one of these technologies is Artificial Intelligence. The objective of this study is to assess the benefits of AI in human resource management and how AI is applied in human resource management. The possible challenges and impacts related to this have to be evaluated. It is paramount for companies and professionals to understand how this technology works and what is its role in various HRM functions. The present study focuses on giving a theoretical framework on the role of AI in Human Resource Management in the recent era through which AI is bringing changes in the field of Human Resource Management. This study highlights the key benefits, hidden challenges of AI when applied to HRM and also shows its future prospects.

